



IOWA DEPARTMENT OF PUBLIC SAFETY
PROFESSIONAL STANDARDS BUREAU
TERMINATION

To: Special Agent in Charge Larry Hedlund

Date: 07/17/2013
Case #: PSB2013-034

From: Director Charis M. Paulson

Rule(s) Violated

1) 16-01.01(III)(C) -- Unbecoming or Prohibited Conduct

C. Unbecoming or Prohibited Conduct

1. Employees will not conduct themselves in their personal and business affairs in such a manner as to reflect unfavorably on the Department.
2. Employees will not engage in conduct that discredits the integrity of the Department or its employees, or that impairs the operations of the Department.

2) 16-01.01(III)(I) -- Courteous Behavior

I. Courteous Behavior

...Employees will be tactful and professional in the performance of their duties and exercise appropriate patience and discretion.

3) DAS-2 – State of Iowa Employee Handbook

Use of State Property

...Therefore, the following are prohibited:...and unlawful operation or use of state vehicles and equipment for other than state business...

<p>Actions Constituting Violation(s) Of Departmental Rules and Regulations</p>

You communicated negative and disrespectful messages about the direction of the Division of Criminal Investigation and members of the DPS/DCI leadership team with your subordinate employees including, but not limited to comments like the following:

"Her [Director Paulson] position on this issue shows a glaring and fundamental lack of understanding and appreciation of what the Agents do in the field."

"...they are making plans to go backwards about 20 years with reports, in my opinion."

"If it [agents typing their own reports] continues it will only bolster the apparent plan to go that way 100% which to me is totally mindboggling."

"I can't imagine that there is any perception in the chain of command as to the extent of bewilderment at some of the decisions being made, questions being asked, and the direction we appear to be headed."

These actions, in and of themselves, warrant termination.

You also addressed the DCI Director in a disrespectful tone during a conference call involving DCI leadership staff.

You drove your state government vehicle to Cedar Rapids on the evening of April 25, 2013 for no work-related purpose. You then scheduled an impromptu meeting in Cedar Rapids on the morning of April 26, 2013, a previously approved vacation day. The purpose of the meeting was to discuss cold case research, a project to which you were not assigned. You then attended a previously scheduled personal event before returning home to Fort Dodge that afternoon.

You were deceptive about your work status on April 26, 2013 during a phone conversation with the DCI Director, informing her that you were on vacation. You later provided inconsistent accounts of that phone conversation during a subsequent administrative investigation.

Previous Discipline

There was no previous discipline to consider in this case.

Action To Be Taken

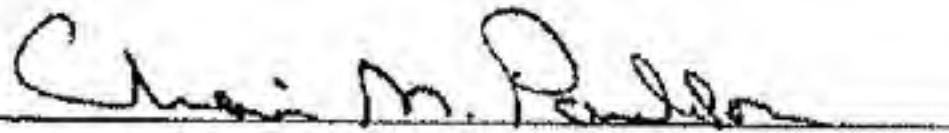
After careful consideration, it is apparent that your employment with the Iowa Department of Public Safety has been counterproductive to the best interests of the Department. Your actions and deportment represent behavior that is unacceptable and warrants discharge.

Effective July 17, 2013, your employment with the Iowa Department of Public Safety is terminated.

Appeal

You may appeal this action in accordance with Iowa Code Section 80.15.

Notice of the Department's intended disciplinary action will be provided to the Employment Appeal Board in accordance with Iowa Code section 80.15.

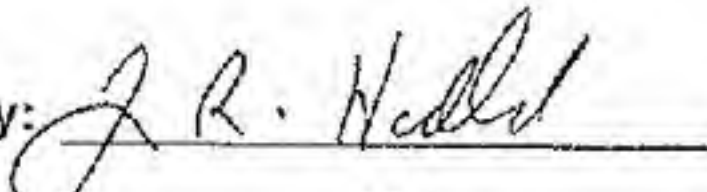


Charis M. Paulson

Director, Division of Criminal Investigation

Iowa Department of Public Safety

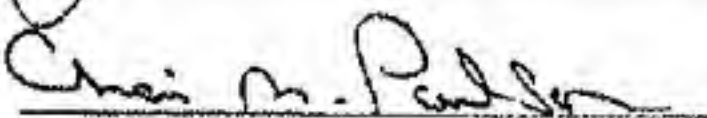
Received by:



Date:

17 July 2013

Served by:



Witness:

